

# Supervisory Border Patrol Agent (Assistant Chief Patrol Agent)

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

Office of the Commissioner

## Open & closing dates

🕒 12/21/2017 to 01/02/2018

## Salary

\$101,409 to \$131,833 per year

## Pay scale & grade

GS 14

## Work schedule

Full-Time

## Appointment type

Temporary - Two Years

## Locations

1 vacancy in the following location:

### San Antonio, TX

1 vacancy

## Relocation expenses reimbursed

Yes Authorized Relocation Expenses: A PCS relocation benefit has been authorized or the selectee may elect to receive a GSA VRP lump sum relocation benefit

## This job is open to



### Internal to an agency.

Current federal employees of this agency.

## Announcement number

USBP-IMP-10096827-18-LLB

## Control number

487193100

# Duties

## Summary

### **Customs & Border Protection (CBP): Securing America's Borders**

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resilience to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career with U.S. Customs and Border Protection (CBP), the sole organization responsible for securing the nation's borders. At CBP, we:

- Secure and facilitate trade and travel while enforcing hundreds of U.S. regulations, including immigration and drug laws
- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers see [www.cbp.gov](http://www.cbp.gov) (<http://www.cbp.gov>).

### **Who May Apply:**

- Current federal employees with competitive status who work for U.S. Customs & Border Protection

**Organizational Location:** This position is with the Department of Homeland Security, within U.S. Customs and Border Protection, Office of the Commissioner, Joint Task Force West, located in San Antonio, TX.

**Position Information:** This temporary assignment will be filled for an initial period not-to-exceed (NTE) two (2) years. At management's discretion, the assignment may be extended in one year increments but not for a total of more than five (5) years, may make this a permanent assignment without further competition, and/or may terminate this temporary assignment at any time.

**GS Salary:** Visit [this link](http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages) (<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages>)

to view the locality pay tables by geographic area. If you do not see your geographic area listed, select the "Rest of United States" pay table.

## Responsibilities

In this position, You will be serving as a Supervisory Border Patrol Agent (Assistant Chief Patrol Agent) for Joint Task Force-West, TX, a high-visibility office under CBP Office of the Commissioner. This position will allow you to use your expertise to prevent the illegal entry of aliens into the United States by land, water, or air; enforce criminal provisions of the Immigration and Nationality laws; and seek out and apprehend smugglers or aliens who are in the United States illegally. This position starts at a salary of \$101,409 (GS-14, Step 1) to \$131,833 (GS-14, Step 10) with promotion potential to \$131,833 (GS-14, Step 10). Salary may be adjusted to reflect a pay increase for 2018.

You will serve as a secondary law enforcement officer (under 5 U.S.C. 8331 (6C) and 8412 (d)). Your duties will include:

- Assisting in all aspects of Station operations
- Managing, directing, and coordinating activities aimed at preventing the illegal entry of aliens into the United States by land, water, or air
- Identifying operational challenges and devising solutions to ensure compliance with enforcement and operational practices
- Developing and implementing Station policies and guidelines within the framework of broad program objectives established at the Headquarters and Sector levels
- Providing subordinate supervisors with policy guidance and direction

Your additional duties will include:

- Managing one or more agency programs by determining the goals and objectives that need emphasis, making recommendations for program improvement, managing resources, and assuring implementation by subordinate organizations and operating units;

- Ensuring the program provides national policy and guidance on technical, statutory and regulatory requirements;
- Serving as liaison to other Federal agencies and entities in the private sector in order to maintain up-to-date technical familiarity with complex subject matter;
- Supervising a group of employees who are responsible for assessing the productivity, effectiveness and efficiency of program operations; and
- Responding to law enforcement activities that require action to defend self and others.

## Travel Required

25% or less - Travel may be required up to 25% per year

## Supervisory status

Yes

## Promotion Potential

14

## Who May Apply

### This job is open to...

CBP Internal Employees

Questions? This job is open to 1 group.

## Job family (Series)

### 1896 Border Patrol Enforcement Series

(<https://www.usajobs.gov/Search/?j=1896>).

# Requirements

## Conditions Of Employment

- You must be a U.S. Citizen to apply for this position
- Males born after 12/31/1959 must be registered with Selective Service
- You may be required to pass a background investigation and/or polygraph
- You may be required to pass initial and random drug testing
- You must be able to meet job-related medical and/or fitness standards

**Language Requirement:** Must be proficient in the Spanish language (i.e., able to speak and read in Spanish).

**Mobility Agreement:** If selected for this position, you will be required to sign a mobility agreement.

**Firearms Requirement:** You are required to carry a firearm on duty. Anyone who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition (Title 18, U.S.C. Section 922 (g) (9)). Candidates will be required to certify whether they have ever been convicted of such an offense.

**Physical and Medical Requirements:** Because the duties of the position are of a strenuous nature and require a high degree of interaction and responsibility to the public, you must undergo and successfully pass our medical screening process. We will schedule, provide and pay for the required basic medical examination. For more information, go to <https://www.cbp.gov/careers/frontline-careers/cbpo/app-proc> (<https://www.cbp.gov/careers/frontline-careers/cbpo/app-proc>).

**Motor Vehicle Operation:** You must have a valid automobile driver's license at the time of appointment.

**Shift Work/Overtime:** This position requires regular and recurring shift work. You must be willing and available to work rotating shifts. You may also be rotated between assignments and duty locations. You could be required to work overtime on a daily basis and will be compensated up to an additional 25% of your base pay in accordance with the Border Patrol Agent Pay Reform Act of 2014.

**Uniforms:** This position requires you to wear an officially-approved uniform while in duty status.

**Security Clearance:** You may be required to obtain a Top Secret (TS/SCI) level clearance for this position.

## Qualifications

**Basic Qualification Requirements:** The basic qualification requirements include experience in law enforcement or other responsible work that demonstrates the ability to make arrests and exercise sound judgment in the use of firearms; to deal effectively with people in a courteous, tactful manner; and to analyze information rapidly and make prompt decisions.

### AND

**GS-14:** You qualify at the GS-14 level if you meet the basic qualification requirements and possess one year of specialized experience that includes providing technical and administrative direction and oversight for Border Patrol related functions within an assigned area. This includes supervising, managing, or directing operational programs and their appropriate support functions and directing local policy and program initiatives. This experience may also have been gained by developing, managing, or directing operational policy or programs related to Border Patrol operations.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the federal service) by 01/02/2018.

The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

**Background Investigation:** U.S. Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country, and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (e.g., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy), and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. For more information visit [this link](http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation) (<http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation>).

**Polygraph Examination:** The Supervisory Border Patrol Agent (Assistant Chief Patrol Agent) position is a polygraph-required position. If you are not a current CBP employee in a law enforcement position, you may be required to take a polygraph exam and have favorable results in order to continue in the pre-employment process. Please see Polygraph Examination.

**Polygraph Reciprocity:** CBP may accept the results of a prior federal polygraph exam in lieu of a CBP polygraph exam. You will receive information to request reciprocity in your Background Investigation Package.

**Polygraph Waiver:** Certain veterans may be eligible to obtain a polygraph waiver. You will receive information to request a waiver in your Background Investigation Package

**Agency Career Transition Assistance Program (CTAP) Eligibles:** If you have never worked for the Federal Government, you are not CTAP eligible. Information about CTAP eligibility can be found [here](http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a) ([http://www.opm.gov/Reduction\\_In\\_Force/employee\\_resources/ctap/Employee-Guideline\\_CTAP.asp#3a](http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a)). To be considered well qualified under CTAP, you must possess the knowledge, skills and abilities and/or competencies clearly exceeding the minimum requirements of the position.

## Education

## Additional information

This is a **Non-Bargaining** Unit Status Position.

**Law Enforcement Retirement:** This position meets the eligibility criteria for law enforcement retirement under both the Civil Service Retirement System (CSRS) and the Federal Employees Retirement System (FERS). Employees covered by either retirement system who reach age 50 or over with at least twenty years of service as a law enforcement officer are qualified for law enforcement

retirement. In addition, employees covered by FERS (all new hires to the Federal government) of any age with at least 25 years of service as a law enforcement officer are qualified for law enforcement retirement. Finally, employees who reach age 57 with at least twenty years of service as a law enforcement officers are subject to mandatory retirement. For further information on when an employee continues or discontinues coverage under the special retirement system for law enforcement officers, please see the CSRS and FERS handbook, Chapter 46, pages 12-13. <https://www.opm.gov/asd/hod/pdf/C046.pdf> (<https://www.opm.gov/asd/hod/pdf/C046.pdf>)

**Probationary Period:** Current and former federal employees may be required to serve or complete a probationary period.

**Supervisory Training:** All newly appointed, permanent second level supervisors are required to complete mandatory training. The training will be scheduled by the Office of Training and Development within the first 90 days of appointment. The duration of the training will include SLCP 4 weeks, of in residence training in Harpers Ferry, WV. Note: This training may be waived if previously completed.

**Promotion Eligibility Rules as of October 1, 2013 (Directive No. 51332-022B):**

Candidates for this GS-14 supervisory/managerial position must have served one year in a permanent or temporary supervisory or managerial second-line GS-13 or higher position, or one year in a permanent or temporary GS-14 Watch Commander position, or one year in a permanent or temporary GS-14 Training Operation Supervisor position. Experience in these positions may be cumulative to meet the one-year requirement.

The above requirement does not apply if you currently hold or previously held a permanent supervisory or managerial GS-14 or higher position other than Watch Commander and Training Operations Supervisor.

CBP uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States.

Learn more about [E-Verify](http://www.uscis.gov/e-verify).

(<http://www.uscis.gov/e-verify>).

including your rights and responsibilities.

Every individual receives a fair opportunity throughout the federal recruitment and hiring process. Learn more [here](http://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf)

([http://hru.gov/Studio\\_Recruitment/tools/Mythbuster\\_on\\_Federal\\_Hiring\\_Policies.pdf](http://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf)).

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](https://twitter.com/#!/customsborder)

(<https://twitter.com/#!/customsborder>).

## How You Will Be Evaluated

We will review your resume and supporting documentation to ensure you meet the basic qualification requirements. If you meet the minimum qualifications, your experience, education and training will be rated using an online self-assessment questionnaire that is based on the competencies or knowledge, skills, and abilities listed below. You will receive a score ranging from 70-100 based on your responses. Your entire application package will then be reviewed. The final determination will be based on all the information provided in your application package.

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see <https://apply.usastaffing.gov/ViewQuestionnaire/10096827> (<https://apply.usastaffing.gov/ViewQuestionnaire/10096827>).

## **Knowledge, Skills, Abilities and Other Characteristics (KSAOs):**

Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

- Knowledge of immigration and nationality laws and proper law enforcement methods
- Skill in reporting to higher level officials
- Ability to oversee station-level and sector level programs
- Ability to lead and motivate employees to improve the efficiency and quality of the work performed

## Background checks and security clearance

### Security clearance

[Top Secret/SCI](#)

[\(https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/\)](https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/).

## Required Documents

- **Your resume:** A resume describing your job-related qualifications is required and must be in English. It must contain your full name, address, phone number, and a detailed description of your duties and the dates you performed them (MM/DD/YY), as well as your work schedule and salary. To ensure all your experience is considered, the Office of Border Patrol strongly suggests resumes should describe your experiences and accomplishments, assignment dates, duty locations, and specify whether you have performed duties in investigations, intelligence, or have worked in sector-level or national programs (e.g., horse patrol, BORSTAR, BORTAC, peer support, chaplaincy, canine, etc.), or been assigned to the U.S. Border Patrol Academy, and/or Sector or USBP Headquarters. Include leadership or specialized training and college level courses completed. Resumes must also specify each supervisory position held (clearly listing SBPA, FOS, SOS, APAIC, PAIC, ACPA, DCPA, or CPA). Additionally, include all temporary promotions listing the grade, position, locations, and period of time held; temporary details or special assignments held 30 days or more (assignment, location, and period of time); and any prior military or other specialized experience outside of USBP that is relevant to law enforcement work.
- **Your responses to the job questionnaire:** <https://apply.usastaffing.gov/ViewQuestionnaire/10096827> (<https://apply.usastaffing.gov/ViewQuestionnaire/10096827>).
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; your most recent SF-50 (noting your current position, grade level and duty location); a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.
- **Are you a current or former political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee?** Submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:
  - Position title
  - Type of appointment (Schedule A, Schedule C, Non-career SES, or Presidential Appointee)
  - Agency
  - Beginning and ending dates of appointment
- You may be asked to provide a copy of your recent performance appraisal and/or incentive awards. Consideration will be given to performance appraisals and incentive awards as an indication of quality prior experience, no points will be assigned.

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under "Other" documents. "Other" documents may not be applicable for each applicant, but should be utilized if you are submitting a SF-50 for proof of federal service, veterans documents for eligibility, transcripts for qualifications, etc.

**It is your responsibility to verify that any information entered or uploaded is received and is accurate.** Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in your application and you must again upload it by the closing date.

### If you are relying on your education to meet qualification requirements:

Education must be accredited by an accrediting institution recognized by the U.S. Department of Education in order for it to be credited towards qualifications. Therefore, provide only the attendance and/or degrees from [schools accredited by accrediting institutions recognized by the U.S. Department of Education](http://www.ed.gov/admins/finaid/accred/) (<http://www.ed.gov/admins/finaid/accred/>).

Failure to provide all of the required information as stated in this vacancy announcement may result in an ineligible rating or may affect the overall rating.

## Benefits

A career with the U.S. Government provides employees with a comprehensive benefits package. As a federal employee, you and your family will have access to a range of benefits that are designed to make your federal career very rewarding.

- [Benefits for federal employees](https://www.usa.gov/benefits-for-federal-employees#item-36407) (<https://www.usa.gov/benefits-for-federal-employees#item-36407>)
- [Healthcare insurance](#)

(<https://www.opm.gov/healthcare-insurance/>).

- [Pay and leave](#)  
(<https://www.usajobs.gov/Help/working-in-government/pay-and-leave/>).

<https://www.dhs.gov/homeland-security-careers/benefits>

Eligibility for benefits depends on the type of position you hold and whether your position is full-time, part-time, or intermittent. Contact the hiring agency for more information on the specific benefits offered.

## How to Apply

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions.

To begin your online application, click "**Apply Online**" to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

If you are unable to apply online or need to submit a document you do not have in electronic form, visit [this link](#) ([http://help.usastaffing.gov/Apply/index.php?title=Alternate\\_Application\\_Information](http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information)) for more information regarding an Alternate Application process.

**Applications and supporting documentation will not be accepted by mail or email.** The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on 01/02/2018.**

### Agency contact information

 CBP Hiring

#### Phone

[952-857-2932](tel:952-857-2932)  
(<tel:952-857-2932>)

#### Email

[cbphiring-applicantinquiry@cbp.dhs.gov](mailto:cbphiring-applicantinquiry@cbp.dhs.gov)  
(<mailto:cbphiring-applicantinquiry@cbp.dhs.gov>)

[Learn more about this agency.](#)  
([#agency-modal-trigger](#)).

#### Address

Office of the Commissioner  
CBP Hiring Center  
5600 American Boulevard  
Bloomington, MN  
US

### Visit our careers page

Learn more about what it's like to work at Customs and Border Protection, what the agency does, and about the types of careers this agency offers.

<http://www.cbp.gov/>  
(<http://www.cbp.gov>).

### Next steps

The open period for this job opportunity announcement may be extended to allow for a sufficient applicant pool.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts with your [USAJOBS account](#) (<http://www.usajobs.gov/Applicant/ProfileDashboard/Home>).



. If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

Additional selections may be made beyond the total number of vacancies specified using this vacancy announcement. Further selections may also be made for additional organizational divisions and/or units within the duty location(s) listed above.

If you receive a conditional offer of employment for this position, you will be required to complete an [Optional Form 306](http://www.opm.gov/forms/pdf_fill/OF0306.pdf) ([http://www.opm.gov/forms/pdf\\_fill/OF0306.pdf](http://www.opm.gov/forms/pdf_fill/OF0306.pdf)).

(Declaration for Federal Employment), and to sign and certify the accuracy of all information in your application, prior to entry on duty. False statements on any part of the application may result in withdrawal of offer of employment, dismissal after beginning work, fine, or imprisonment.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

## Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

### Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) office at OPM](https://www.opm.gov/about-us/our-people-organization/support-functions/equal-employment-opportunity/)  
(<https://www.opm.gov/about-us/our-people-organization/support-functions/equal-employment-opportunity/>)
- [Office of Equal Opportunity](http://www.eeoc.gov/eeoc/internal_eeo/index.cfm)  
([http://www.eeoc.gov/eeoc/internal\\_eeo/index.cfm](http://www.eeoc.gov/eeoc/internal_eeo/index.cfm))

### Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

A reasonable accommodation is any change in the workplace or the way things are customarily done that provides an equal employment opportunity to an individual with a disability. Under the Rehabilitation Act of 1973 the Equal Employment Opportunity Commission (EEOC) must provide reasonable accommodations:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.
- [Disability Employment - Reasonable Accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/)  
(<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>)
- [How to contact an agency](https://www.usajobs.gov/Help/how-to/application/agency/contact/)  
(<https://www.usajobs.gov/Help/how-to/application/agency/contact/>)

### Legal and regulatory guidance

[Financial suitability](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/>)

[Social security number request](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/>)

[Privacy Act](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/>)

[Signature & False statements](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/)  
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/>)

[Selective Service](#)

[New employee probationary period](#)



6/4/2018

USAJOBS - Job Announcement

<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/>.

<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/>.